

Expanding CalFresh to SSI Recipients: Access for All Guest Speaker Webinar Series

Serving Diverse Communities &
Advancing Racial Equity



April 16, 2019

How to Listen In

- This webinar will be held in “listen only” mode.
- There are two ways to connect to audio:
 1. Via phone
 2. Via computer
- For closed captioning,
visit: <https://www.streamtext.net/player?event=CalFresh>



How to Ask Questions

- On-line through GoToWebinar
 - Type your questions into the question pane on your control panel anytime during the presentation.
 - Responses to questions will be provided and posted after the webinar on the CalFresh SSI Training webpage:
www.cdss.ca.gov/inforesources/CalFreshSSI/Training.

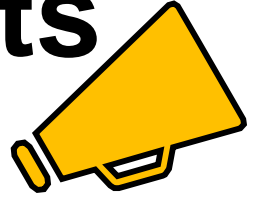
Note: This webinar will be recorded. A link to the recording and all presentation materials will be posted on the

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View past webinar content at

www.cdss.ca.gov/inforesources/CalFreshSSI/Training

CalFresh Expansion to SSI Recipients



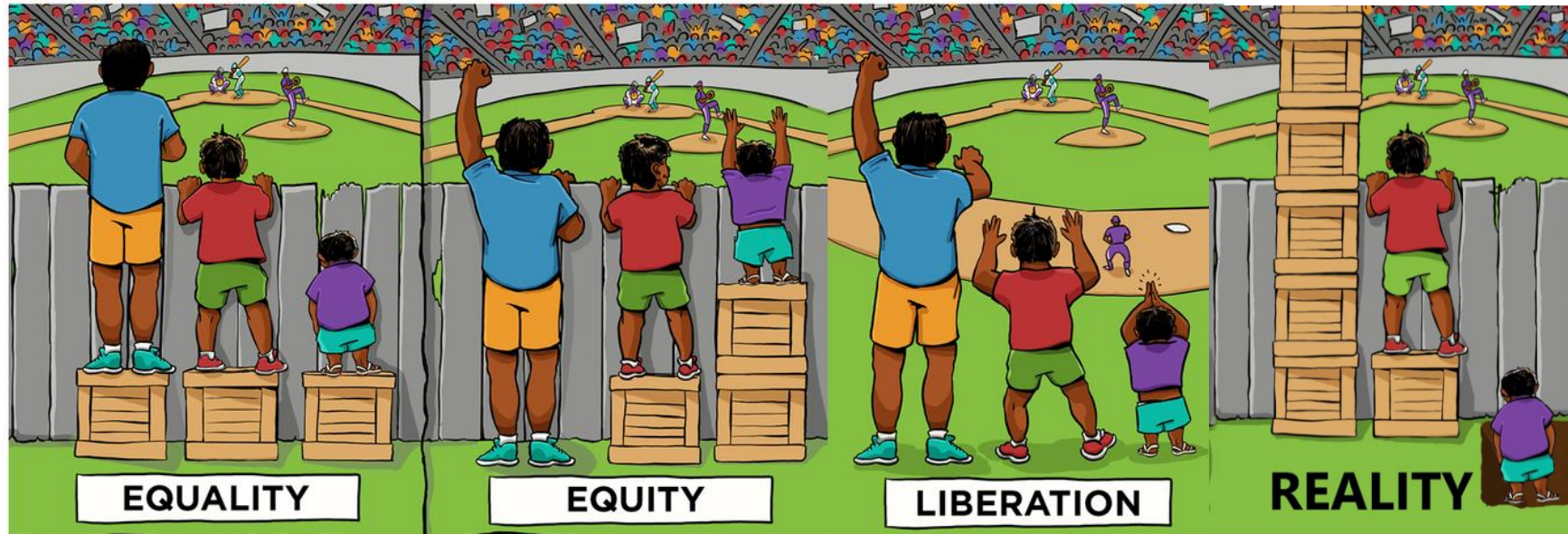
- Starting June 1, 2019, seniors and/or people with disabilities receiving Supplemental Security Income and California State Supplementary Payment (SSI/SSP) can apply for and receive CalFresh if otherwise eligible.
- There is NO change or reduction to SSI/SSP amount.
- For more information, visit the Expanding CalFresh webpage at www.cdss.ca.gov/CalFreshSSI.



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Senior Director of Policy
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WHAT DOES HEALTH EQUITY LOOK LIKE?

- **Ableism:** Is this a family of different ages?
- **Queer/Transphobia:** Is this a group of people with different heights?
- **Racism:** Is this a group of people with some growth stunting from deprivation?

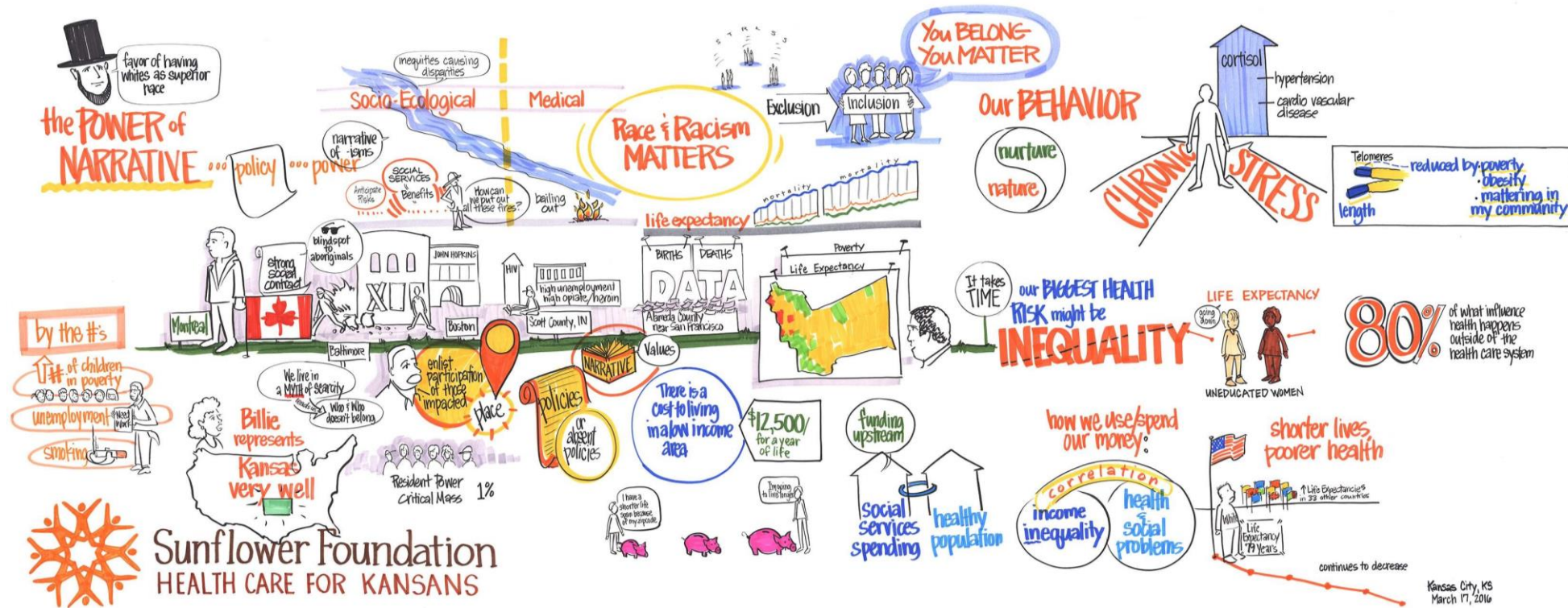


HEALTH INEQUITY

- A **systematic and unjust** difference in health and illness
 - Related to but **different** than health disparities
 - Not all health disparities result from inequities
- Based on membership in an oppressed group with historical/ongoing restricted access to societal resources
- Not “natural”

NEW APPROACHES TO TACKLE THE ROOT CAUSES OF HEALTH INEQUITY

-DR. ANTHONY ITON



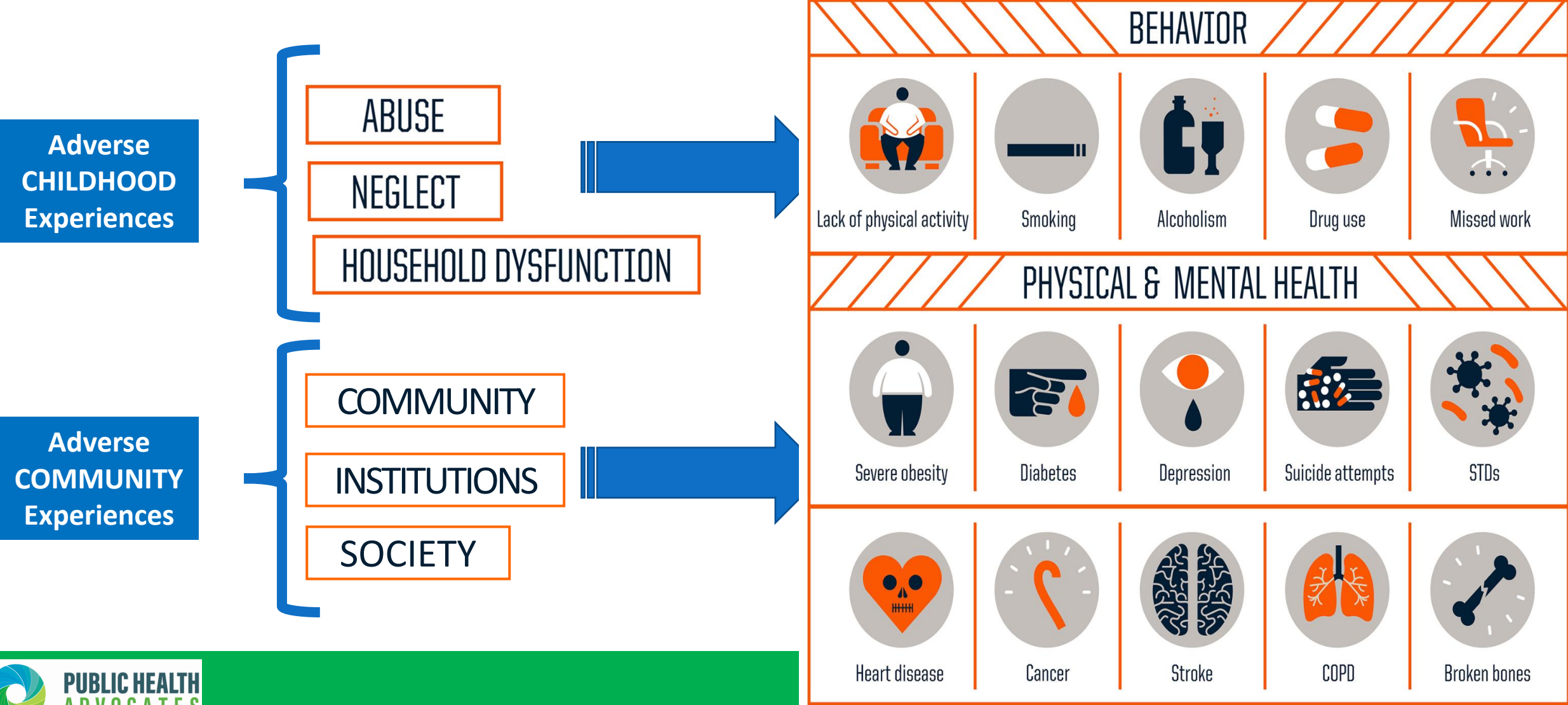
LEVELS OF RACISM

- **Personally mediated racism** - an acute stressor, including individual insults and discriminatory acts
- **Institutionalized racism** - discriminatory, race- or class-based policies and practices (informal and formal).
- **Internalized racism** - acceptance by members of the stigmatized races of negative messages about their own abilities and intrinsic worth
- **Cultural racism** – determines which group qualities and characteristics are valued/devalued

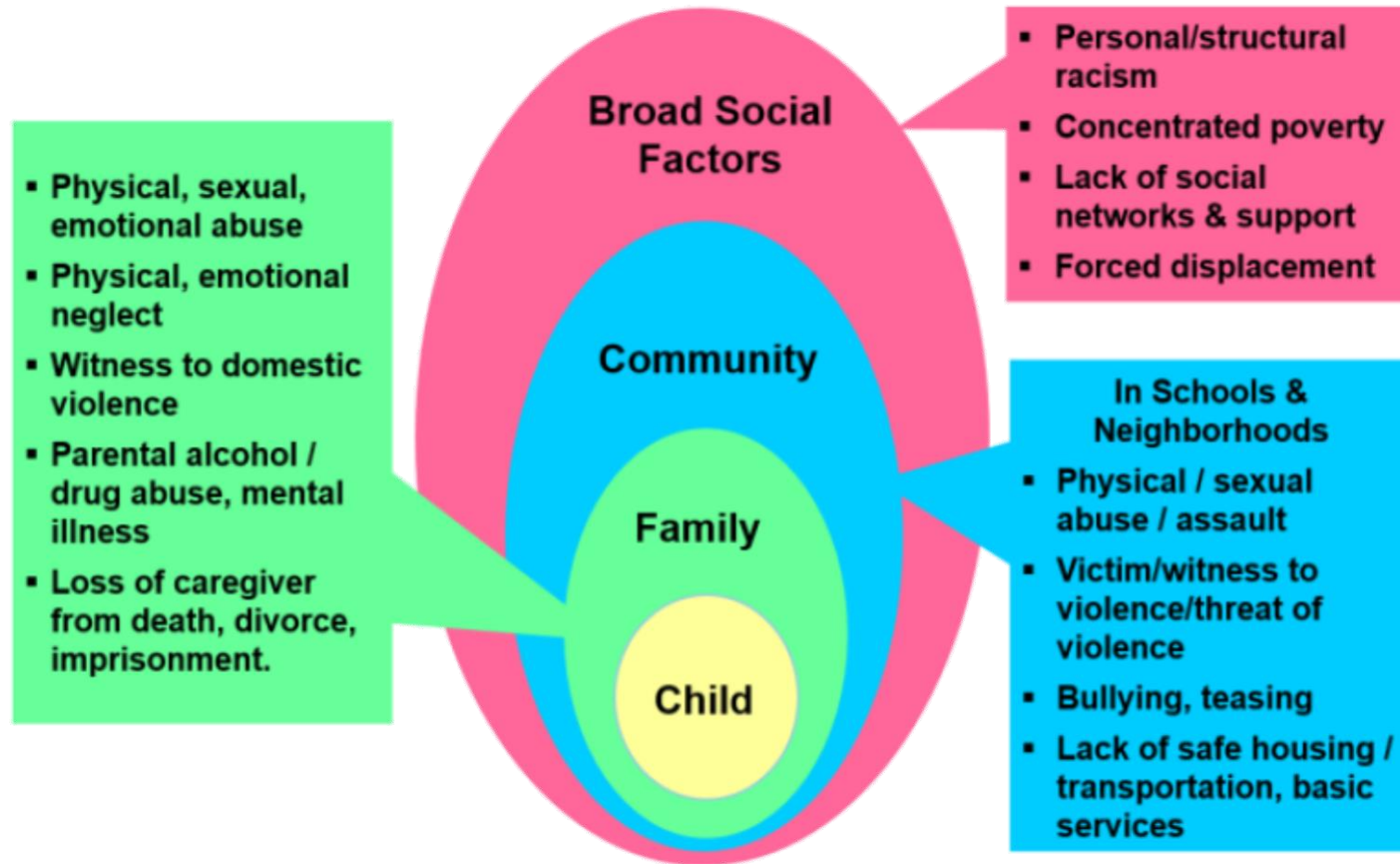
The new
racism is
to deny
that racism
exists

(adapted from CP Jones *AJE* 2001;154;299-304) and Project Change 1999

CHILDHOOD AND COMMUNITY TRAUMA



SOURCES OF CHILDHOOD TRAUMA



TYPES OF STRESS

POSITIVE STRESS

Mild/moderate and short-lived stress response necessary for healthy development

TOLERABLE STRESS

More severe stress response, but limited in duration which allows for recovery

TOXIC STRESS

Extreme, frequent, or extended activation of the body's stress response

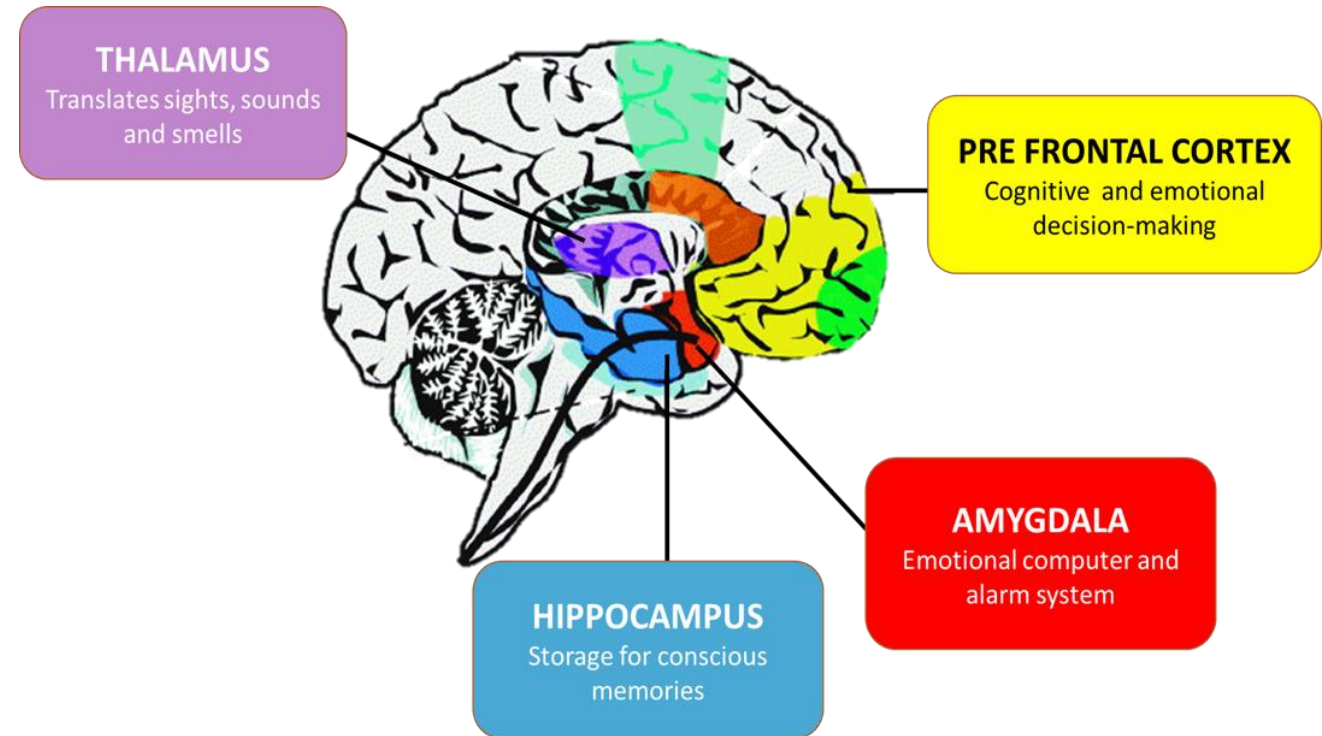
Intense, prolonged, repeated, and unaddressed

Social-emotional buffering, parental resilience, early detection, and/or effective intervention

Credit: Center for Youth Wellness

IMPACT ON BRAIN FUNCTION

- Depression: Lack of energy/motivation/enjoyment
- Mood swings
- Memory and concentration
- Sleep disturbances
- Hypervigilance
- Self-Control
- Sense of self and attachments



**Life Lesson: Put on your own
oxygen mask before assisting
others.**



Seriously, you can't help
anyone if you're dead.

The ISMS

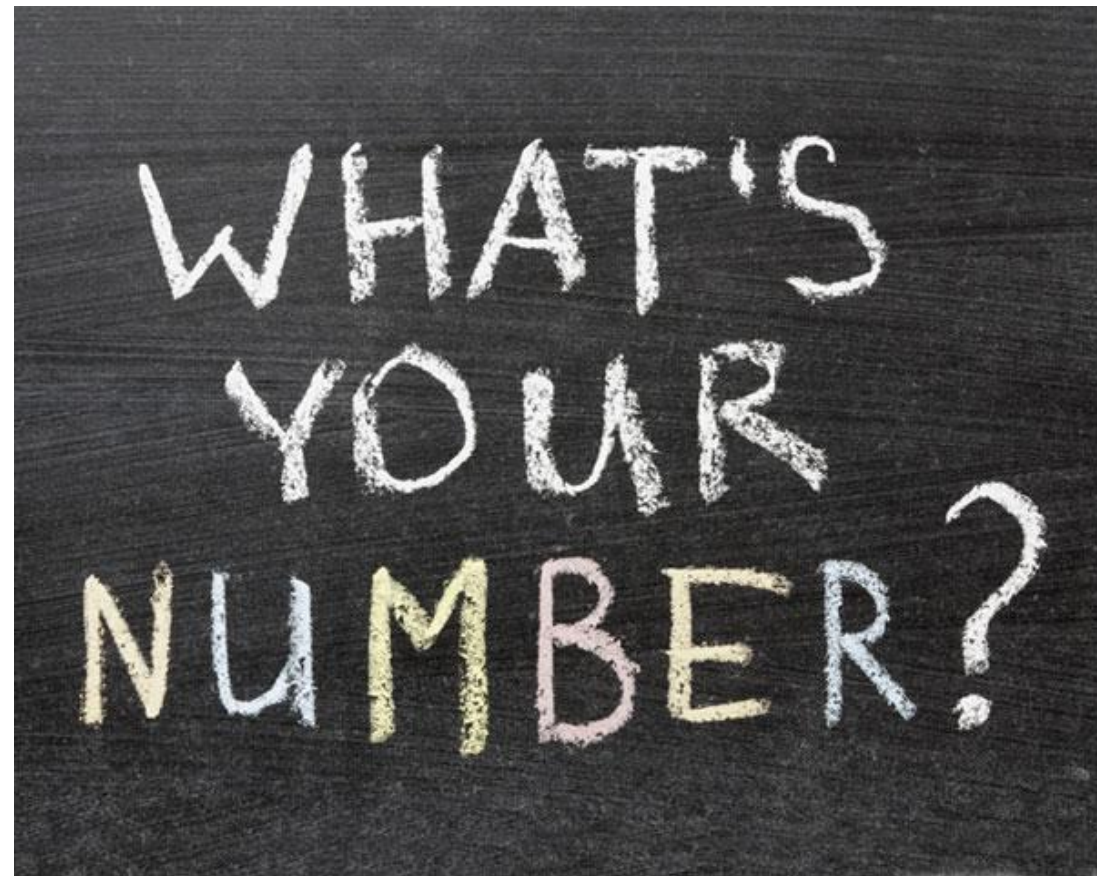


HISTORICALLY ADVANTAGED AND DISADVANTAGED A GROUP ANALYSIS FOR THE UNITED STATES

| Type of Oppression | Variable | One-Up | One-Down |
|-----------------------|------------------------------------|--|---|
| Racism | Race/Ethnicity/Color | White | People of Color (African, Latinx, Native, Asian/PI) |
| Sexism | Gender | Men | Women, non-binary, transgender |
| Heterosexism | Sexual Orientation | Heterosexual | LGBTQIA |
| Classism | Socioeconomic Class | Owning, upper/middle class, managerial | Poverty, working class, low hourly wage workers |
| Elitism | Education level/place in hierarchy | College Educated, top 20-40 schools | Not college educated, less prestigious schools |
| Xenophobia | Immigration Status | U.S. Born | Immigrants (especially from nonwhite countries) |
| Linguistic Oppression | Language | English Speakers | Non-English Speakers |
| Ableism | Physical or mental ability | Able-bodied person (body/mind) | People with disabilities |

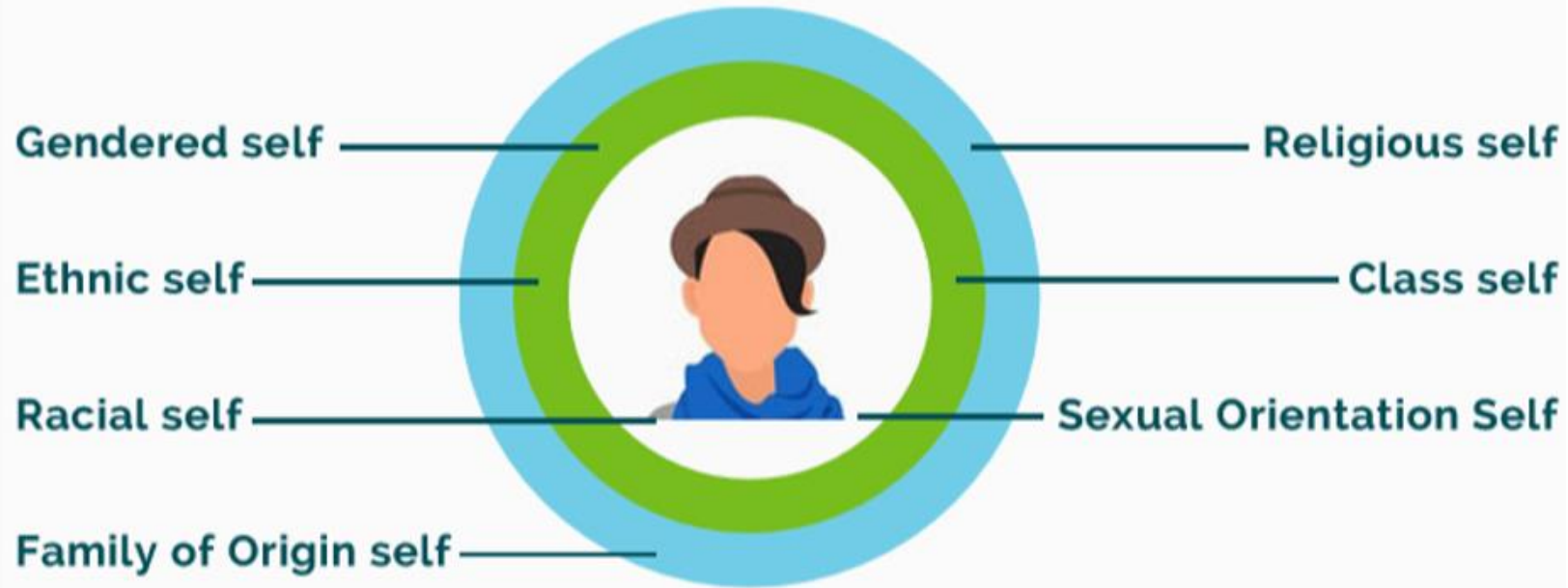
YOUR IDENTITY IN THE US

- **Consider yourself:**
- How many one up identities do you have?
- How many one down?
- How do your one down and one up identities intersect?
- Have you had a negative experience in a professional context because of your one-down identity?



SHIFT FROM SINGULAR VIEW OF SELF TO MULTI-DIMENSIONAL VIEW OF SELF

Some parts of us align with privilege and some parts with subjugation.



Each of us goes through the world thinking of self as subjugated self; this leads us to have a blind spot vis a vis others.

PRIVILEGE MAY MAKE US OBLIVIOUS...

- to the ways that our behavior could be **exclusionary**
- to **challenges** that we don't face
- to the ways our comments could **offend or injure** someone

**“PRIVILEGE IS WHEN
YOU THINK SOMETHING
IS NOT A PROBLEM
BECAUSE IT’S NOT A
PROBLEM TO YOU
PERSONALLY.”**



IMPLICIT BIAS

- Attitudes and stereotypes that affect our understanding, actions and decisions in an ***unconscious*** manner
- Favorable and unfavorable
- Activated ***involuntarily***
- Do not necessarily reflect our ***declared beliefs***
- Favor our ***own*** group
- Malleable



CHANGE THE FRAME

- Assume Positive Intent
 - People want to meet their needs
 - “Suicidal” attempts to do so
- Behavior doesn’t always align with intent
 - Ask why would a reasonable person behave this way?
- People who need the most love often ask for it in the most unloving ways



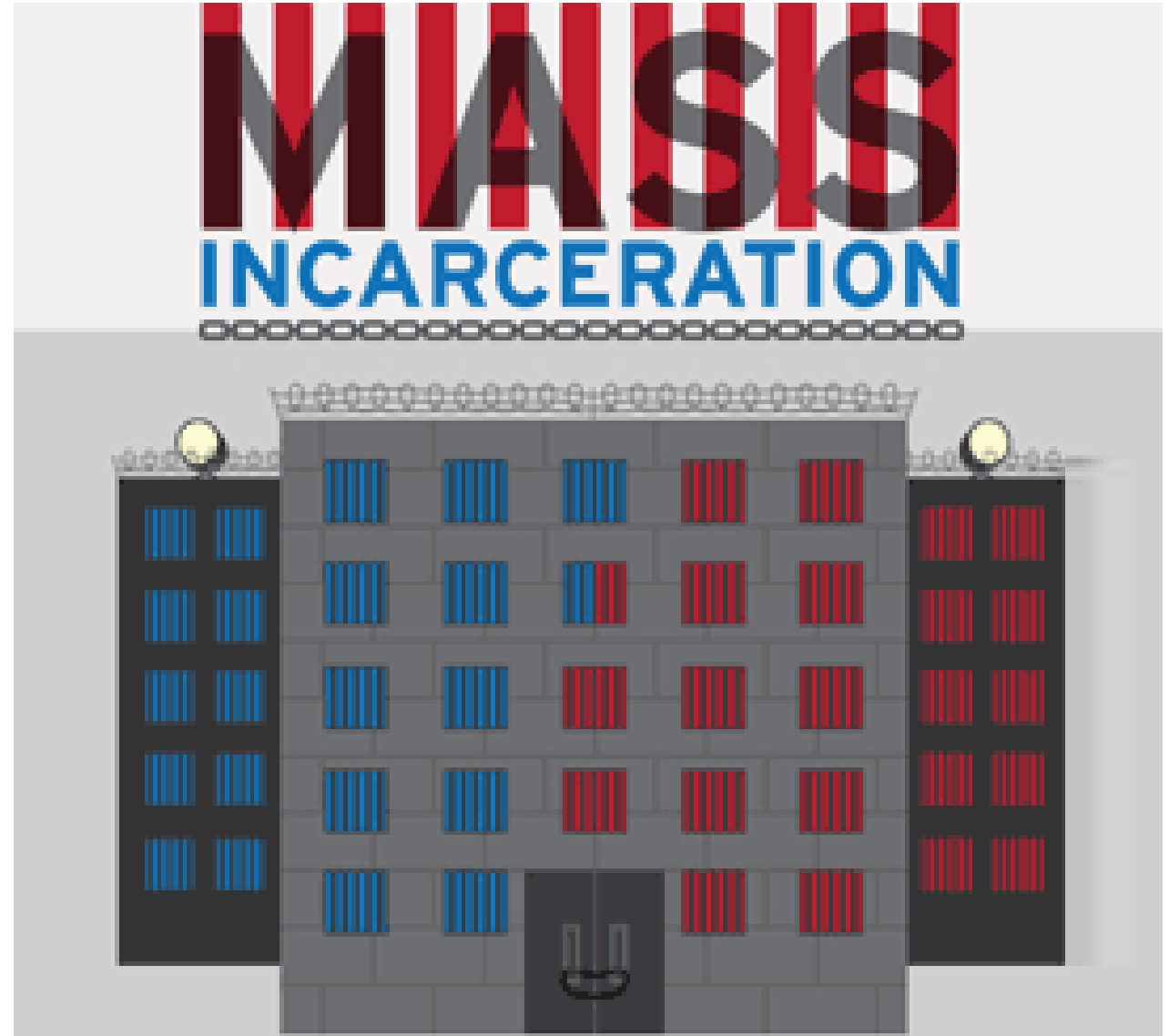
A background image showing two women sitting outdoors, facing each other in conversation. The woman on the left is wearing a dark t-shirt and has her hair in a bun. The woman on the right is wearing a yellow t-shirt and has long dark hair. They are sitting on a grassy area with trees in the background. A green banner is overlaid on the top right of the image.

LEARN THE STORY

- Communities have history and are writing a story
- Knowing it can help you recognize and pre-empt
 - Access Barriers
 - Concerns
 - Fears
 - Mistrust
 - Questions
 - Misconceptions
- Learn Compassion not Stereotyping

AVOID CRIMINALIZATION

- History of policing has resulted in widespread fear and mistrust
- Mass incarceration has had devastating impact on Black and Latino communities
- Avoid calling law enforcement, except in extreme circumstances
- Consider another safety plan for staff to handle disputes



HIRE FROM WITHIN COMMUNITIES

- Mistaking the mirror for merit
- Consider if jobs require
 - Degrees
 - Academic/Job Experience
- What are the critical success factors?
 - Do job descriptions match the skills needed?
 - Partnering with unpaid/underpaid community organizations to ensure your success?



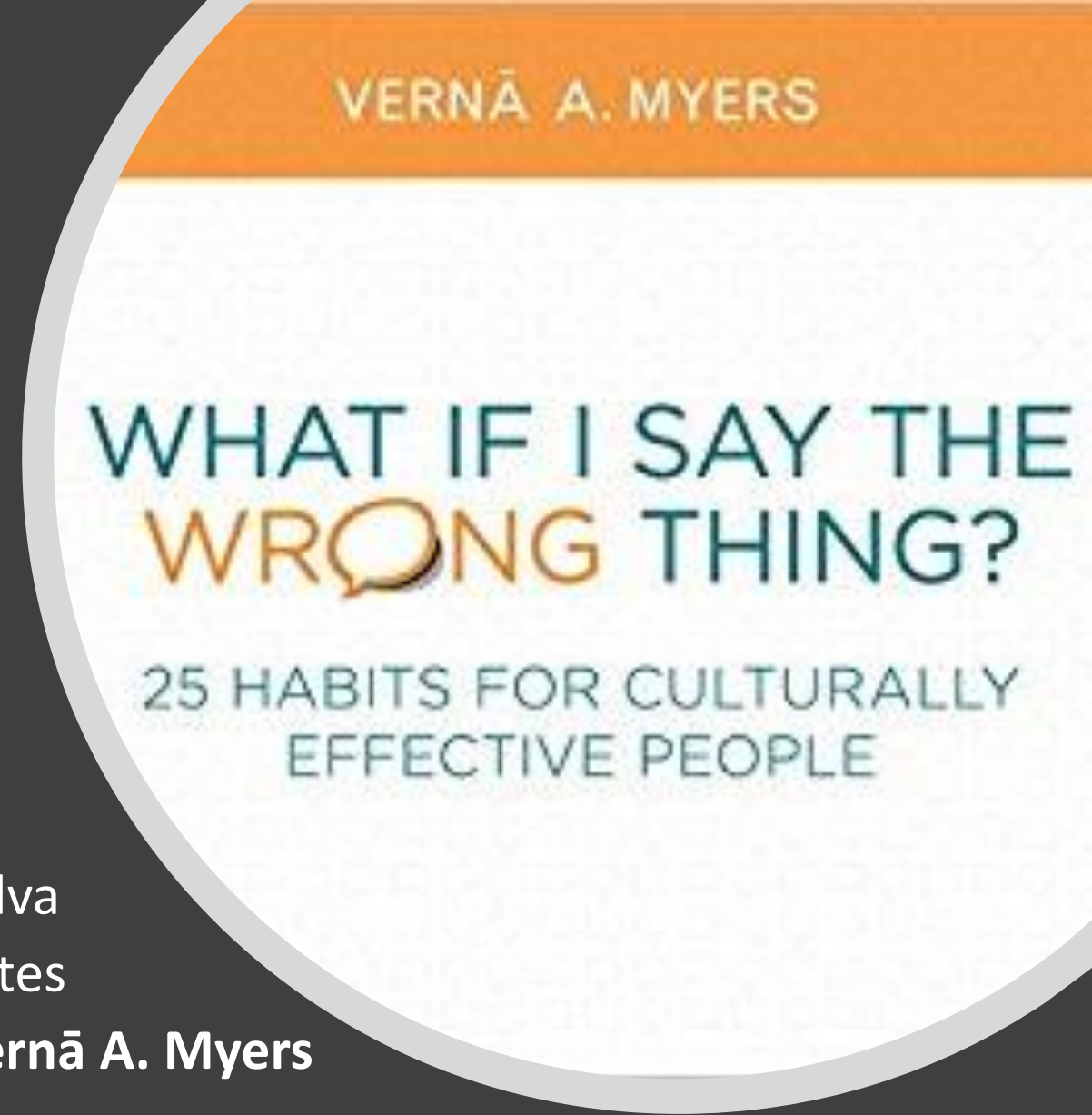
THE NEXT STEP



- What are you currently doing that you will **STOP** doing because it isn't working?
- What haven't you done that you will **START** doing because it may work?
- What are you already doing that you will **CONTINUE** doing because it works well?

Resources: Public Health Advocates

- Continue the conversation/learning
- Common language and understanding
- Understand Implicit Bias
 - [Harvard Implicit Bias Test](#) – [online](#)
- Suggested Reading
 - Waking up White – Debby Irving
 - Racism without Racists – Eduardo Bonilla-Silva
 - Between the World and Me – Ta-Nehisi Coates
 - **25 Habits of Culturally Effective People –Vernā A. Myers**



Resources: CDSS

- CDSS: [Framework of Solutions for Customer Experience and Access – Resource Tool Kit](#)
- Roundtable Readiness Provide Access for All Presentations: [Riverside County](#), [Solano County](#), [Ventura County](#)
- CDSS: [CalFresh Policy Webinar Series](#)

Reminders



- More information on past webinars materials and Q&A: www.cdss.ca.gov/CalFreshSSI
- Email: CalFreshSSI@dss.ca.gov

Thank you!